**Job Description**

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| **Position:** | Hardware Development Manager |
| **Directly reports to:** | VP Engineering & Operations |
| **Reports (dotted line) to:** |  |
| **Direct reports:** | Members of the Hardware Team |
| **Regularly interacts with:** | Other engineers within the Software Group. The Manufacturing Group. The Product Management Group. |
| **Primary location:** | CyanConnode Office (Cambridge) |
| **Travel requirements:** | Occasional visits to UK or off-shore Manufacturing Subcontractors and EMC/EMI/RF Test Houses and technology partners. Possible visits to other company worldwide offices or customer sites. |
| **Role description:** | You will manage the design, development and validation of the CyanConnode range of hardware products and support the manufacturing and quality requirements for volume production. You will also be required to support the; introduction, use of products alongside issues resolution of field deployments.  You will ensure the ISO Product Development Process (PDP) is followed, along with the governance for review and approval of stage gates and the delivery of concisely documented evidence, as is the requirements of the company’s ISO9001 PDP. You will monitor the purpose of the PDP process and introduce suitable improvements as identified and agreed with the Project Governance Board.  As leader of the team, you will have ownership of the development and maintenance of all CyanConnode hardware products. The role will involve the practice and development of a wide range of skills in a dynamic environment. You will develop and strengthen the engineering team to arrive at a level of excellence for; product development, delivery and quality in a timely and cost effective manner.  The candidate will have demonstrable experience and knowledge of RF based product design, product regulations, validation & qualification and regulatory approval processes for similar products across global markets.  The candidate will hold adaptable skills in people and functional management, to respond to the varied projects and demands in the fast growing and fast delivery markets that CyanConnode operates within. The candidate will be able to balance the support of its resources against the needs of the organisation, offering viable solutions or alternative options to deliver against our contracts and timeframes |
| **Primary responsibilities**  **will include:** | Strong ‘hands on’ development and Team Leader role based around design and development of electronics hardware, comprised of microprocessor based and sub GHz ISM band RF + cellular equipment along with complex power supply circuits.   * Manage hardware teamwork objectives * Manage the hardware deliveries to Engineering Programmes * Ensure quality & validation of hardware team deliverables * Improve and introduce necessary process and workflow * SME for hardware design and roadmap * Support hardware strategic options (along with Product Management) * Development and maintenance of new and existing products * EMC/EMI, safety and RF compliance + testing * Documentation generation to support PDP and design audit * DFM and DFT for high volume * Production processes through to volume manufacturing |
| **Experience and skills**  **required:** | Ideal candidates for this role should have the following skills and experience;   * Leading the design of low power RF product design through to volume manufacture * Printed circuit board design (schematic capture and PCB layout) * RF ISM band and Cellular Radio * EMC/EMI Compliance testing * Regulatory approval process, such as FCC, ETSI, WPC, ANATEL * Safety regulations and approval * Analogue and high-speed digital electronics * Embedded Software (in resource constrained 8/16bit systems) * Knowledge of device communications protocols * Development of hardware through to high volume production * Ideally hold knowledge/experience within the electricity metering sector * Knowledge of ISO Quality/Environmental and Security Processes |
| **Personal attributes:** | Personal attributes should include,   * Experienced workload and people manager * Willingness to take on responsibility and use initiative * Willing to teamwork across the organisation and help meet deadlines * Prepared to be flexible on priorities and requirements * Willingness to mentor and work closely with team members * Technically expert and interested in continued learning * Good ability to manage time, commit to estimates of work and respond proactively to short timescale requests * Ability to manage deadlines and management pressure, consistent with working in a commercially driven environment * Willingness to working with flexibility for the worldwide reach of the company’s business |
| **Qualifications:** | Engineering Degree or equivalent experience. |